SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves almost 2 million households in the Greater Houston area and 10 outlying counties (1,982,120 TV households in our DMA). This report includes information from March 16, 2006 to March 15, 2007, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated. See Details in Attachment A: Job Sources

RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings. During this term, a record number of hires were filled due to rapid growth in the overall industry.

From March 16, 2006 to March 15, 2007, the Station has filled 32 full-time jobs. See Details in Attachment B: Vacancies Filled

SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.

- AAJA Asian American Journalists Association's Career Fair was held June 21st – June 24th, 2006 at the Sheraton Waikiki in Honolulu, Hawaii. Robin Freese, Executive News Producer, attended.
- NAHJ National Association of Hispanic Journalist's Convention and Career Fair was held June 17 21, 2006 at the Fort Lauderdale Convention Center in Ft. Lauderdale, FL. Jerry Vazquez, Executive News Producer, attended.
- NABJ National Association of Black Journalist's Convention and Career Fair, was held August 17 19, 2006, at the Indiana Convention Center in Indianapolis, IN. Glenn Jones, Executive News Producer and Denise Bates, V.P. Community Affairs attended.
- TAB Texas Association of Broadcasters' Career Fair was held February 9, 2007 at the University of Texas at Austin. Denise Bates, Community Affairs Director, Pierre Cromartie, Sales Manager, and Randy Klein, Manager of Web Operations, attended.

Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

From March 16, 2006 to March 15, 2007, 42 students participated in internship opportunities at KTRK-TV:

INTERN ROSTER March 16, 2006 - March 15, 2007

Name	Dept.	University	Start Date	End Date
Bailey, Rachel	News	University of Texas	05/24/06	08/15/06
Barnes, Dustin	News	Grambling State University	05/31/06	07/27/06
Booker, Denise	News	University of Houston	01/09/07	Attending
Brown, Charles	News	Texas Southern University	01/08/06	08/25/06
Chainani, Sonia	News	Houston Baptist	01/06/06	05/07/06
Chinnery, Chellois	News	University of Houston	01/06/06	05/21/06
Chughtai, Reem	Undercover	University of Houston	01/22/07	Attending
Cook, Dallas	News	Pepperdine University	05/15/06	06/14/06
Curtis, Rekeisha	News	University of Houston	08/21/06	12/18/06
Deinert, Caroline	News	German University	02/26/07	Attending
Donaldson, David	Sports	Kansas State	05/24/06	07/20/06
Dougherty, Matt	News	University of Houston	01/03/07	Attending
Doyle, Shane	Sports	University of St. Thomas	05/30/06	08/31/06
Gegenheimer, Ben	News	University of Houston	01/09/07	Attending
Gilmore, Genique	News	Sam Houston State University	05/22/06	08/15/06
Goolsby, Wyatt	News	Texas Christian University	05/17/06	08/12/06
Hayes, Krystal	News	Dillard University	05/08/06	09/20/06
Jensen, Sean P.	News	University of Houston	01/17/07	Attending
Kessler, Jonathan	News	Southwestern University	05/30/06	08/04/06
Kimble, Nneka	News	Sam Houston State University	05/22/06	08/10/06
Kinnard, Ross	News	Syracuse University	05/15/06	08/12/06
Marine, Jodi***	News	University of Arizona	05/15/06	07/30/06
McAloon, Courtney	Sports	University of Houston	01/30/06	05/16/06
McKenna, Sarah	Weather	Ball State University	05/15/06	08/10/06
Mejorada, Anna	News	New York University	05/22/06	09/03/06
Minkel, April	News	Houston Community College	01/16/06	05/15/06
Moore, Megan	News	Texas State University	05/11/06	08/18/06
Murray, Emily	Undercover	University of Houston/Clear Lake	01/06/06	08/15/06
Negru, Domnica	News	University of Mississippi	05/22/06	08/11/06
Parker, Stacy	News	University of Houston	01/06/06	04/25/06
Peabody, Elizabeth	Undercover	Seton Hall University	05/15/06	08/07/06
Perna, Ryan	Weather	University of Houston	02/02/06	05/24/06
Powell, Crechero	News	Prairie View A & M	01/04/07	Attending
Racioppi, Shauna	News	Texas Tech University	05/22/06	08/17/06
Reeves, Meghan	News	Oklahoma State University	05/22/06	07/30/06
Smith, Christa	News	Texas State University	08/28/06	12/29/06
Stone, Abby	News	Texas Tech University	05/30/06	07/31/06
Vazquez, Yessenia	News	Texas A & M University	05/16/06	08/18/06
Visperas, Scylla	News	Alvin Community College	01/06/06	05/25/06
Ward, Kimberly	News	Univ. of Southern Mississippi	01/06/06	05/21/06
Wiggins, Bruce	News	Houston Community College	08/31/06	12/04/06
Burke, Tricia	C. Affairs	University of Miami	06/05/06	07/28/06

KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Emma Bowen Scholarship Program

The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. The Foundation's program is unlike traditional intern programs in that students work for partner companies during summers and school breaks from the summer following their junior year in high school until they graduate from college. During the five-year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. This unique, multi-year program prepares a diverse group of talented young professionals to enter the workforce with specific job-related skills, knowledge of the corporate environment and a strong foundation for future advancement. Currently, the program has more than 220 active students nationwide and an equal number of graduates. Approximately 60-70 new students join the program each year.

The Emma Bowen Scholar at KTRK-TV is Krystal Ramirez, who attends Trinity College in Hartford, CT. Her expected graduation is the summer of 2010.

ABC, Inc. Broadcast Management Training Program.

KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Larry Castro, Associate Producer, is participating in the Broadcast Training Program.

Plus, KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

ABC-13 SPEAKERS BUREAU AT TSU

This Speakers Bureau is an ongoing partnership with Texas Southern University, an HBCU (Historically Black College/University) to provide Business and Communications classes with speakers from our staff of television media professionals.

Participating between March 16, 2006 and March 15, 2007 was Win Frazier, V.P., Sales Manager.

Submitted by

Denise W. Bates, VP Community Affairs

April 1, 2007

Date

	Attachm	ent A: Job Sources	
ORGANIZATION	CONTACT	ADDRESS / EMAIL / WEB	CITY, STATE, ZIP
A.A.M.A.		6001 Gulf Freeway, Bldg. B165	Houston, TX 77023
AWRT	Ms. Therese Andersen	www.awrt.org/publications/job form.html	,,
AWRT	Paige Buddeke	P.O. Box 980908	Houston, TX 77098
Broadcast Employment		P. O. Box 4116	Oceanside, CA 92052
Services		1, 0, 20, 11.0	000000000000000000000000000000000000000
Chinese Community Center	Ms. Phoenix Mak	5855 Sovereign Drive	Houston, TX 77036
El Dia	6120 Tarnef, Suite 100	5055 5010101gii 21170	Houston, TX 77074
El Mexica	orzo ramer, sante roo	601 Shotwell	Houston, TX 77020
Epilepsy Foundation	Sheila Woodard	2630 Fountainview, Suite # 210	Houston, TX 77057
Fort Bend Sun/Southwest Sun	Shoria Woodard	869 Dulles Avenue, #C	Stattford, TX 77477-5710
Forward Times		4411 Almeda Road	Houston, TX 77004
Harris County Employment	Ms. Sylvia Lopez	1310 Prairie, Suite 200	Houston, TX 77004
Hispanic Chamber of	Ms. Priscilla Delapaz	2900 Woodridge #312	Houston, TX 77087
Commerce	Wis. Filsellia Delapaz	2900 Woodridge #312	Houston, 1X //08/
Houston Asian Junior	Mr. Drien Chang	4410 April Meadow Way	Sugarland, TX 77479
	Mr. Brian Chang c/o Janice Garza	P. O. Box 273394	
Houston Assoc, of Hispanic	c/o Janice Garza	7502 Fondren	Houston, TX 77277
Houston Baptist University	I-b Disservent		Houston, TX 77074
Houston Community College	Job Placement	1300 Holman	Houston, TX 77004
Houston Defender		3003 South Loop West #320	Houston, TX 77054
Houston Style		5630 Martin Luther King Blvd.	Houston, TX 77021
Houston Sun		1520 Isabella	Houston, TX 77004
Houston Urban League	Job Bank	1301 Texas	Houston, TX 77002
Houston Works	Attn: Rae Zamarippa	600 Jefferson, Ste. 900	Houston, TX 77002
Indo-American News		7457 Harwin, Suite 262	Houston, TX 77036
Korean Journal		1241 Blalock Road	Houston, TX 77055
La Voz de Houston		4747 Southwest Frwy.	Houston, TX 77027
Las Noticias de Fort Bend		924 Third St.	Roesenberg, TX 77471
Light Of The World Church	c/o Jackie Owens	7800 Bissonnet, #260	Houston, TX 77074
LULAC	Executive Director	3004 Bagby	Houston, TX 77006
M.L.K. Community Center		2720 Sampson	Houston, TX 77004
Medialine	Mark Shilstone	medialine@medialine.com	
NAACP	Ms. Belinda Eissien	2002 Wheeler	Houston, TX 77004
NAB	Mr. Michael McKinley	careercenter@nab.org	
NABJ		www.nabj.org	
Prairie View A&M University	Mr. Bryan H. Barrows, III	P.O. Box 4129	Prairie View, TX 77446
RTNDA	6-2 7-00	Steved@rtnda.org	
Sam Houston State Univ	Career Services	P.O. Box 2238	Huntsville, TX 77341
SER/Jobs for Progress	Ms. Gloria Joy	6565 Rookin Street	Houston, TX 77074
Stephen F. Austin	Attn: Debra Warren	Box 13032, SFA Station	Nacogdoches, TX 75962
TAB		www.tab.org	
Texas A&M University	Career Center #209	John J. Koldus Bldg.	College Station, TX
			77843
Texas Southern University	Mr. James W. Ward	3100 Cleburne	Houston, TX 77004
Texas Southern University	Mr. Harry Clack	3100 Cleburne Avenue	Houston, TX 77004
Texas Workforce Comm.	·	2020 North Loop West #205	Houston, TX 77018
The Art Institute of Houston	Ms. Lori Wensel	1900 Yorktown	Houston, TX 77056
Asian Chamber of Commerce	Elsie Huang, President	7457 Harwin Plaza II, # 146	Houston, TX 77036
The Employment Guide	Cathy Peters	9000 Clay Road, #106	Houston, TX 77080
UH Mexican American	Mr. Tatcho Mindiola	4800 Calhoun	Houston, TX 77004
Studies			
United Negro College Fund	Ms. Jeanette Cosley	1235 N. Loop West, #1010	Houston, TX 77008
United States Veterans	Retha Broussard	1418 Preston Street	Houston, TX 77002
Initiative			
University of St. Thomas	Career Services	3800 Montrose	Houston, TX 77006
University of Texas	Ms. Leslie Landry	A115A Jester Center	Austin, TX 78705
User: KTRK (all caps)	Password: KT.1619		
Vietnam Post/Vietnam		10515 Harwin Drive, #120	Houston, TX 77036
Business			
		2006 FFO Repor	t. Attachment A/Page 1 of 2

Attachment A: Job Sources

ORGANIZATION
Wesley Community Ctr
Women in Communications

CONTACT
Ms. Imogene Thomas
Ms. Melissa Mayo

ADDRESS / EMAIL / WEB

2720 Sampson 1110 Ferndale Court CITY, STATE, ZIP Houston, TX 77004 Sugar Land, TX 77479

ACRONYMS

AAMA American Association of Mexican Americans
AWRT American Women in Radio and Television
LULAC League of United Latin American Citizens Center

NAACP National Association for the Advancement of Colored People

NAB National Association of Broadcasters
 NABJ National Association of Black Journalists
 RTNDA Radio and Television News Directors Association

TAB Texas Association of Broadcasters

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Talent Dynamics	01/26/06		3. Rhonda Lamon				
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Department or Not (NH) Hired Technical 12/27/05 1. NH	Abc13.com		NH	2.	12/28/05			
Department or Not Hired (NH)	TAB.org		H		12/27/05	Technical	Asst. Chief Engineer RF Sys.	11/01/05
Date of Interview Candidate Interviewed Hired (H) Date	for Interviewees	Date Hired	or Not (NH)	Candidate Interviewed	Date of Interview	Station(s) and Department	Job Title	Date of Opening

N.S. Bienstock	7/17/06	Н	6. Travis Herzog	04/18/06			
Geller Media		NH	5.	12/14/05			
Wm. Morris Agency		Ž I	4.	03/06/06			
Mailed in Tape		Z	3.	07/23/04			
Mailed in Tape		Z Z	2.	09/14/04			
Agent		Z	1	01/21/05	News	Weathercaster	6/22/05
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ABC Job Listing	07/17/06	н	1. Chineza Dotson	5/24/06	Sales	Sales Trainee	3/10/06
Internal Candidate		Z	19.	08/17/06			
Employee Referral	08/28/06	Н	18. James Pope	08/09/06	- The statement		
Employee Referral		ZH	17.	08/03/06	TO CANADA WAS BOX		
Talent Dynamics		呈	16.	08/03/06		480	
Talent Dynamics		ZH	15.	08/03/06		100 SA COL	
Employee Referral		NH.	14.	07/27/06			
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Abc13.com		NH NH	12.	07/05/06	NOO! OIL TH	200	
Abc13.com		NH	11.	05/22/06		DESCRIPTION OF THE PERSON OF T	
Tvjobs.com		NH	10.	05/10/06	THE PERSON NAMED IN	Mary S	
Employee Referral		NH	9.	05/03/06	4000		
Tvjobs.com		H	8.	05/03/06	THE REAL PROPERTY.		
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Tvjobs.com		H	6.	04/12/06			
Internal Candidate		N H		04/05/06		1000	
Talent Dynamics		NH	4.	03/31/06	A STATE OF THE STA		
Employee Referral		NH	3.	04/06/06			
Talent Dynamics		NH	2.	03/31/06			
Abc13.com	06/26/06	Н	1. Andrea Rigsby	02/24/06	News	Producer	04/18/06
Abc13.com		NH	6.	05/05/06			
Abc.13.com	05/30/06	Ι	5. Asma Nahvi	04/28//06			
Walk-In		ZH	4.	04/19/06			
Abc13.com		Z	3.	04/13/06			
for Interviewees	Hired	or Not (NH)	Candidate Interviewed	Date of Interview	Department	Job Title	Opening
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Employee Referral		¥	2.	08/10/06			
Employee Referral		呈	*	08/10/06	Technical	Operations Engineer	07/12/06
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Current Employee			7 0	30/20/30			
Current Employee			י כ	06/03/06			
Abc13 com			n i	90/00/90			
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Tab.org		Z :	ω i	06/12/06			
Abc13 com		Z		06/26/06	ST - 10.00 10 15		
Abc13.com	09/05/06	1	1. Tammy Guest	06/09/06	Sales	Mgr. of Internet/Digital Sales	05/09/06
Abcils.com			Ō	09/03/06	0 0 0	The state of the s	
Abc13.com		Z	14.	08/02/06			
Abc13.com		Z	13.	07/31/06			
Employee Referral		N.	12.	07/25/06			
Abc13.com	08/09/06	HSSH	11.Natasha Norton	07/24/06			
TAB.org	08/21/06	H (P/T)	10. Denetra Walker	07/24/06	SATISTICS OF THE PARTY OF THE P	No.	
Abc13.com		H	9.	07/24/06		2002	
Resume on file	08/14/06	(РЛ)	8. Katherine Babcock	07/23/06			
Employee Referral		NH	7.	07/19/06			
Employee Referral		HN	6.	07/19/06			
Abc13.com		NH	5. Washington	07/19/06		The second	
Abc13.com		NH	4.	07/18/06	No. of the All	The second of	
Abc13.com		NH	3.	07/18/06	1000	2007-22	
Abc13.com		NH	2.	07/18/06	B 4		
Mailed Resume		NH NH	1	07/06/06	News	Production Assistant Full & PT	06/30/06
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ABC Job Listing			25	06/20/06			
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Employee Referral		Z	7.	06/16/06			
TAB Org Website		Z	6.	06/09/06			
Employee Referral		NH	5.	06/16/06			
ABC Job Listing		NH	4.	06/23/06			
Spots 'n Dots		Z.	3.	06/16/06			
Personal Referral		Z	2.	06/30/06			
Р/Т Employee	07/31/06	Promoted	1. Lindsay Aiello	06/19/06	News	Sales Assistant	06/04/06
Signature Mgmt.	7/31/06	工	7. Casey Curry	04/22/06			
for Interviewees	Hired	or Not (NH)			Department	Job Title	Opening
Referral Sources	Date	Hired (H)	Candidate Interviewed	Date of Interview	Station(s) and		Date of

Talent Dynamics		Ξ	2.	09/21/06			
Internal Candidate	11/02/06	Promoted	1. Shaunte Dunston	09/20/06	News	Associate Producer	08/09/06
Abc. 13.com		H	14.	10/18/06			
Employee Referral	11/13/06	~	13. Yolanda Hernandez	10/13/06			
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Current Employee		H	11.	09/14/06	A character of party		
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Abc.13.com		¥	3.	08/24/06			
Abc.13.com		NI	2	06/22/06			
Employee Referral		N	1.	07/05/06	News	Assignment Editor	06/02/06
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Current Employee	11/06/06	~	6. Michael McGuff	09/14/06		100	
Abc13.com		呈	5.	10/02/06			
Current Employee		H	4.	09/26/06			
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Current Employee		Z	7.	08/22/06			
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Abc13.com		Z		10/10/06			
Abc13.com		NH	2.	10/09/06			
Current Employee	11/01/06	Promoted	1. Benjamin Langlinais	10/06/06	Programming	Director/Technical Director	08/23/06
Employee Referral		목	6.	08/18/06			
Abc13.com		NH	5.	08/16/06			
Employee Referral		¥	4.	08/15/06			
Employee Referral	09/25/06	I	3. Johnny Guerra	08/11/06			
for Interviewees	Hired	or Not (NH)	Calluluate Illerviewed	Date of Illierview	Department	Job Title	Opening
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ABC13.com	01/09/07	エ	1. Brenda Kemph	11/16/06	Programming	Photographer/Editor/Producer	10/11/06
ABC13.com		뫂	11	11/22/06			
ABC13.com		Z	10.	11/22/06			
Industry Referral		모	9.	11/21/06			
TVJOBS.com		Ŧ	œ	11/21/06			
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ABC13.com		NH	6.	11/20/06			
ABC13.com		NH	5.	11/17/06	報 を	72	
ABC13.com		NH		11/17/06	7 78 6		
Resume on file	12/14/06	HE	3. Larry Castro	11/9/06	最 15 E F F	E 7 7 8 8	
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Resume on file		모	1,	11/10/06	News	Assoc Producer Trainee	11/07/06
Employee Referral		¥	ω	10/12/06			
Employee Referral		NH	2.	7/24/06			
Agent	12/11/06	H	1. Eric Cox	10/3/06	News	GA Reporter	5/10/06
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ABC13.com		ZH	7.	10/31/06			
Internal Candidate		HN	6.	10/26/06			
The Work Source		NH	5	10/20/06			
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Industry Referral		NH.	3.	10/19/06	7 (68)	16.20 M	
ABC13.com		HN	2.	10/19/06		C 2500 0	
Chron.com	12/4/06	E I	1. Denise Jackson	10/19/06	Sales	Internet/Digital Sales A E	10/03/06
Employee Referral		ZI	.60	11/14/06			
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Industry Referral		Z	3.	10/17/06			
for Interviewees	Date Hired	or Not (NH)	Candidate Interviewed	Date of Interview	Station(s) and Department	Job Title	Date of Opening
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Date of Opening	Job Title	Station(s) and Department	Date of Interview 10/20/06 11/14/06 11/14/06	Candidate Interview 2. 3.	lewed	wed Hired (H) or Not (NH) NH NH NH	
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			11/17/06 11/17/06		6.	6. NH 7. NH	
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10/2/06	IT Video Engineer	Technical	11/29/06 11/29/06	1000	22.1		
			11/30/06 11/30/06	TRUST RESIL	4. Matt Schwartz		Matt Schwartz
			12/8/06 12/12/06 12/13/06	THE COLUMN TWO IS NOT THE OWNER.	5. 6.	5. NH NH NH	
10/27/06	News Photographer	News	12/26/06 12/26/06 1/9/07	Committee of the Commit	1. 2. Linh Nguyen 3.		Linh Nguyen
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11/17/06	Internet/Digital Account Exec	Sales	12/06/06 12/8/06 1/3/07	1,000	n 12 ->	NH NH	
			1/23/07	100	4. Blanca Chapa	Blanca Chapa	Blanca Chapa
1/31/07	Web Prod./Multimedia Sports	Internet	1/17/07 2/12/07 02/13/07		1. David Cooper 2. 3.	David	David Cooper
			02/20/07		4.		